Eastern Idaho Technical College Strategic Plan
2009-2013

Vision

Our vision is to be a superior quality professional-technical college. We value a dynamic environment as a foundation for building our College into a nationally recognized technical education role model. We are committed to educating all students through progressive and proven educational philosophies. We will continue to provide high quality education and state-of-the-art facilities and equipment for our students. We seek to achieve a comprehensive curriculum that prepares our students for entering the workforce, articulation to any college, and full participation in society. We acknowledge the nature of change, the need for growth, and the potential of all challenges.

Mission
Eastern Idaho Technical College provides superior educational services in a positive learning environment that supports student success and regional workforce needs.

GOAL I: **Implement a comprehensive marketing campaign to promote college access and highlight Eastern Idaho Technical College offerings.**

Objectives:

1. Monitor the labor market needs in the college service area and develop new programs, considering available resources, which serve the identified needs.
   o *Performance Measure:*
     ▪ Number of new programs created in response to labor market needs.
   o *Benchmark:*
     ▪ Number of new programs created in response to labor market needs will meet or exceed last year.

2. Develop new workforce training program initiatives by working with local and regional business, industry, and economic development organizations.
   o *Performance Measure:*
     ▪ Number of new programs created.
   o *Benchmark:*
     ▪ Number of new programs created will meet or exceed last year.

3. Work with Idaho National Laboratory training program personnel to expand course offerings.
   o *Performance Measure:*
     ▪ Number of training courses offered.
   o *Benchmark:*
     ▪ Design, develop, and implement three new occupational upgrade training courses by the conclusion of FY2009.

4. Strengthen and enhance the operation of the Summer Wildland Fire Program, Ready Reserve, Idaho Fire Academy, and PTE Emergency Services training on an ongoing basis.
   o ***Performance Measure:***
      ▪ Percentage complete of annual program course schedule.
   o ***Benchmark:***
      ▪ Completion of an annual program course schedule, and delivery of program during the spring and summer of fiscal year 2009.

5. Develop and implement a comprehensive marketing plan to promote the college and improve public perception of the college.
   o ***Performance Measure:***
      ▪ Percent completed and implemented.
   o ***Benchmark:***
      ▪ Marketing plan will be fully implemented in FY2010.

6. Develop and produce new printed marketing materials that can be distributed throughout the entire nine-county service region.
   o ***Performance Measure:***
      ▪ Number of service regions receiving marketing materials.
   o ***Benchmark:***
      ▪ Two service regions per year will receive marketing materials.

GOAL II: **Improve and enhance internal and external communication.**

Objectives:

1. Strengthen and enhance the coordination and monitoring of the Idaho National Laboratory (INL) ES&H contract.
   o ***Performance Measure:***
      ▪ Number of complaints from INL regarding availability of courses.
   o ***Benchmark:***
      ▪ Zero complaints from INL on the availability of courses.

2. The Workforce Training Program will implement the Colleague database to align program recordkeeping with all student functions.
   o ***Performance Measure:***
      ▪ Number of WFT students able to register online.
   o ***Benchmark:***
      ▪ WFT students able to register online by the conclusion of FY2009.

3. Strengthen and enhance the operation of the Summer Wildland Fire Program, Ready Reserve, Idaho Fire Academy, and PTE Emergency Services training on an ongoing basis.
   o ***Performance Measure:***
      ▪ Percentage completed of annual program course schedule, and delivery of program.
   o ***Benchmark:***
      ▪ Completion annual program course schedule and delivery of program during the spring and summer of fiscal year 2009.

4. Integrate the institutional research office to formalize the collection, analysis, and reporting of data to support evaluation, planning, and decision making. NWCCU Recommendation #5.
   o ***Performance Measure:***

- 100% compliance with state and federal requirements and guidelines.
- Inclusion in at least 80% of appropriate discussions.
  - o **Benchmark:**
    - Integrated campus IR function supportive of institutional goals.

5. Develop a system to include faculty and staff views in the system of college governance. NWCCU Recommendation #6.
   - o **Performance Measure:**
     - By survey, 80% satisfaction that suggestions and views are being considered.
   - o **Benchmark:**
     - Functional system of collaborative governance.

GOAL III: **Expand program offerings, within available college resources, based upon local labor market demand and compliance with the State Board of Education's Eight-Year Plan for Program Expansion.**

Objectives:

1. Investigate the feasibility of allowing students to take live video conference classes from their home.
   - o **Performance Measure:**
     - 90% successful connection to test class from various locations.
     - Identification of minimum band width requirements.
   - o **Benchmark:**
     - Completion of a feasibility study and recommendation to PAC.

2. Improve direct communication via a wireless bridge at IF EITC Campus for IP video classes for outreach sites (Driggs, Rexburg, Arco, and Salmon).
   - o **Performance Measure:**
     - 50% reduction in packet loss and elimination of connectivity time-outs.
   - o **Benchmark:**
     - Increased reliability and quality over previous connection.

GOAL IV: **Identify and publish intended learning outcomes for each degree and certificate program at the college and through regular and systematic assessment demonstrate that completers achieve those outcomes.**

Objectives:

1. Develop and publish expected learning outcomes for each degree and certificate program. NWCCU Recommendation #1
   - o **Performance Measure:**
     - List of essential skills completed and sorted.
     - List of outcomes for each program.
     - Program map for each program on file.
   - o **Benchmark:**

- Process for implementation and regular review of expected learning outcomes by degree and certificate program.

2. The ABE program will adopt the new CASAS (State ABE approved NRS ESL assessment) series and incorporate the listening test in an effort to better capture indication of student learning and performance outcomes.
   o **Performance Measure:**
     - After comparing FY07 NRS performance data, to FY08, interpret and adjust program as necessary.
   o **Benchmark:**
     - Improved NRS (National Reporting System) outcome performance.

3. The ABE program will develop a survey to identify why or why not students stay in the program.
   o **Performance Measure:**
     - Ongoing assessment of student satisfaction as it relates to ABE programming, offerings, instruction, and support.
   o **Benchmark:**
     - Improved retention of ABE students.

4. The ABE program will develop a new intake and orientation process that utilizes a design that allows for better documentation of students NRS goals and provides more institutional and transitional information.
   o **Performance Measure:**
     - Compare student NRS goal data to FY07 – look for improvement.
     - Survey students for quality feedback, use as needed.
   o **Benchmark:**
     - Improved core outcome measure performance in the transition to higher education goal.

GOAL V: **Clearly identify content that is pertinent to the general program of study in all certificate programs with embedded related instruction.**

Objectives:

1. The instructors in all certificate programs that contain embedded related general education content will clearly identify that content in the course syllabus.
   o **Performance Measure:**
     - 100 % inclusion of general education content in each course syllabi.
   o **Benchmark:**
     - Course syllabi will be reviewed and updated and will clearly show where embedded general education content is taught in each course where such content occurs.

2. In conjunction with the Dean of Students, develop a plan for General Education Division Faculty to advise non-matriculated students.
   o **Performance Measure:**
     - Number of students advised by the General Education Division Faculty.

- *Benchmark:*
  - Increased participation by General Education Faculty in non-matriculated advising.

GOAL VI: **Review and revise the evaluation policy to assure that all program and faculty are evaluated systematically and consistently using multiple indices.**

Objectives:

1. Revise faculty evaluation policy to assure that all full and part-time faculty are evaluated systematically and consistently using multiple indices. NWCCU recommendation #3.
   - *Performance Measure:*
     - Number of indices used to evaluate faculty.
     - 100% of faculty evaluated utilizing the new policy.
   - *Benchmark:*
     - Implement and evaluate the new evaluation policy.

2. Participation by at least half of full-time faculty in peer evaluation training in fall of 2008 with subsequent evaluation duties in FY09.
   - *Performance Measure:*
     - At lease 50% of full-time faculty trained and participating in peer evaluation.
   - *Benchmark:*
     - Active participation of full-time faculty in peer evaluation process.

3. Develop and evaluate a comprehensive program review process.
   - *Performance Measure:*
     - Number of programs reviewed.
     - 100% of review results used to drive program decisions (expansion, reduction, modification, etc).
   - *Benchmark:*
     - Implement the process.

GOAL VII: **Evaluate facility and infrastructure needs to support student success.**

Objectives:

1. Implement and refine policy on network security. NWCCU Recommendation #4.
   - *Performance Measure:*
     - 50% reduction in faculty and staff access complaints.
   - *Benchmark:*
     - Balanced policy that allows academic freedom while ensuring networking security.

2. Implement approved campus upgrade and renovation projects.
   - *Performance Measure:*
     - 100% on time completion of all projects.
     - Projects do not exceed 100% of budget.
   - *Benchmark:*

- Successful completion of approved projects.

Key External Factors
(beyond the control of Eastern Idaho Technical College)

<u>Funding</u>:
Most State Board of Education strategic goals and objectives assume on-going and sometimes significant additional levels of State legislative appropriations. Availability of state revenues (for appropriation), gubernatorial, and legislative support for some Board initiatives can be uncertain.

<u>Legislation/Rules</u>:
Beyond funding considerations, many education policies are embedded in State statute or rule and not under Board control. Changes to statute and rule desired by the Board of Education are accomplished according to State guidelines. Rules require public notice and opportunity for comment, gubernatorial support, and adoption by the Legislature. Proposed legislation must be supported by the Governor, gain approval in the germane legislative committees and pass both houses of the Legislature.

<u>Federal Government</u>: A great deal of education funding for Idaho public schools is provided by the federal government. Funding is often tied to specific federal programs and objectives and therefore can greatly influence education policy in the State.